

2024 D6EA/D6 GROUND RULES

The following shall set forth the agreement reached between the parties related to the ground rules governing the negotiations for the successor Collective Bargaining Agreement.

1. District 6 School District (District) and the District 6 Education Association/Southern Oregon Bargaining Council (D6 EA/SOBC) shall utilize a traditional bargaining model to negotiate a successor collective bargaining agreement.
2. The *entire group* will consist of the following District 6 and District 6 EA/SOBC teams:

District	D6EA/SOBC
Jolee Wallace- Board Chair	Candey Lee – D6EA Bargaining Chair
Cathy Salmon - Board Member	Kevin Rapet – D6EA President
Walt Davenport- Superintendent - Bargaining Chair	Leaf Jensen – Teacher, Scenic Middle School
Tom Rambo - Personnel Director	Abby Romans – Teacher, Central Point Elementary
Mike Meunier - Assistant Superintendent (retired) -Spokesperson	John Lohman – Teacher, BIS
Ryan Munn- Student Services Director	Anastasia Gratsinopolous – Teacher, CRA
Kami Nicks- Business Manager	Allison Orton – SOBC Representative
Rebekah Jacobson - Attorney (if needed) Garrett Hemann Robertson P.C.	

3. February 13, 2024, shall be the start of the 150-day statutory bargaining timeline.
4. Bargaining sessions shall take place at the District Office. Sessions will be scheduled a minimum of two (2) dates ahead. Cancellation of an agreed upon bargaining session requires a minimum of 24-business hours' notice.
5. Each team must have a minimum of four (4) members present throughout the session for the session to continue. Teams will keep team members constant. In the event of unforeseen circumstances for a particular member, a permanent substitute will be allowed.
6. Both the Association and the District reserve the right to designate a spokesperson if they so choose. If a spokesperson is designated, they shall be identified at the first bargaining session, but the designated spokesperson may change upon notification to the other party.
7. Bargaining sessions shall be open, unless both sides mutually agree to close.
8. Meetings will start and end on time. Team members are expected to be at each session on time and remain for the entire session. To efficiently use bargaining time, it is expected that both parties will come fully prepared to begin at the set time. This includes having sufficient copies of written proposals for all bargaining team members. The parties shall come with the authority to reach tentative agreements.

9. All data and resource material requested by the group will be collected and made available to all team members at the next scheduled bargaining session.
10. Each team will maintain their own bargaining notes if desired. Sessions will be recorded for internal use and accessible to both teams.
11. Each team may invite guest speakers or guest consultants who do not participate in the bargaining process. Prior notification shall be given 24-hours in advance if possible, but the group may waive this requirement, to the other team when a guest speaker or guest consultant is invited.
12. Either team may call caucuses and, if called, will check in with the other party every thirty (30) minutes.
13. Costs of food will be shared equally between the parties and the district's food service will be used whenever possible.
14. The last item on the agenda for each bargaining session shall include setting the agenda for the next bargaining session.
15. After full proposals have been exchanged, the parties may mutually agree to move some articles or sections of articles into a sub-committee. The sub-committee shall meet outside of regularly scheduled bargaining sessions and shall consist of equal representation from the District and the Association. All proposed language changes must be brought to the full bargaining teams for approval prior to entering into a Tentative Agreement or a Contingent Tentative Agreement, as outlined below.
16. When a tentative agreement (TA's) is reached, it will be reduced to writing and signed by the D6EA and District Bargaining Chairs. Contingent Tentative agreements (CTA's) may be agreed upon in principle, but not formalized until tentative agreement has been reached on all other articles. In order for an agreement to be considered a CTA, both parties must agree on the contingent nature of the language. Any changes to CTAs may only be made upon mutual agreement of the parties. Not more than one CTA may be in process at any given time. Once tentative agreement has been reached on all articles, the full agreement shall be submitted for ratification to the District Board, Southern Oregon Bargaining Council, and District 6 EA membership (not necessarily in that order).
17. Ground rules may be amended through mutual consent of the entire group.
18. After the initial exchange of proposals, no additional articles may be introduced without mutual agreement.

For the Association Date

For the District Date